

## **Minutes Human Relations Commission March 9, 2005**

**Minutes of the HUMAN RELATIONS COMMISSION held on WEDNESDAY, March 9, 2005, 6:00P.M., at the Escalante Center, 2150 E. Orange St., La Paz Room, Tempe, Arizona.**

**(MEMBERS) Present:**

Arlene Chin  
Zach Berning  
Edwin Gonzalez-Santin  
Dr. Louis Olivas  
Joel Navarro  
Gail Paredes-Ewen  
Safali Patel-Evans  
Janis Webb  
Muhammed Zubair

**(MEMBERS) Absent:**

Colleen Byron  
Hassan Elsaad  
Joseph Mann  
Linda Ritland

**City Staff Present:**

Rosa Inchausti  
Andrea Groves

**Guests Present:**

Ralph Tranter, City of Tempe Police Chief

**Meeting convened at 6:00 P.M.**

**Chair Gail Paredes-Ewen** called the meeting to order and skipped the Public Appearances item on the agenda to introduce Tempe resident, Reese Welch.

**Agenda Item 2- Community Concern**

**Chair Gail Paredes-Ewen invited Tempe resident Reese Welch to address the commission on a Community Concern:**

- 1) This resident lives in North Tempe at 619 E. Fillmore St.
- 2) Mr. Welch passed around a flyer left on his driveway. The flyer entitled "Love Your Race" featured a Caucasian female with blond hair. The flyer was published by an organization called National Alliance. National Alliance is a white supremacist organization headed by William Pierce.
- 3) Mr. Welch also passed around a photo of graffiti drawn on the sign of a Korean Church across the street.
- 4) Mr. Welch is concern about this recent activity and is requesting assistance from the commission on how to address the issue.

**General Discussion of the Community Concern included:**

- The HRC recognized that it is not a crime to distribute literature, but defacing property is criminal activity.
- One commissioner suggested that the HRC write a letter to the Korean Church to express sympathy about the recent graffiti incident and to offer support. Chair Gail Paredes-Ewen will draft the letter.

- Another commissioner suggested that Mr. Welch contact his neighbors and/or his neighborhood association to spread the word on the activity of National Alliance and discuss how to respond.
- The HRC also suggested that Mr. Welch contact the Police Department with any suspicious activity in the neighborhood. Incidentally, Police Chief Tranter was in attendance and volunteered to follow-up with his patrol officers to investigate the graffiti incident with the Korean Church and to conduct extra patrol in the area.
- The HRC also asked staff to follow-up with the Neighborhood Office.
- The commission is concerned with the recent activity in Mr. Welch's neighborhood and wanted to make a motion to alert Council of this activity.

**MOTION: Commissioner Zach Berning made a motion to bring to the Diversity & Human Relations and Resources Council Committee knowledge about the activity that occurred in Mr. Welch's neighborhood and that it is counter to the commission's purpose.**

**Commissioner Muhammed Zubair amended the motion to include that staff has been asked to follow-up with a Neighborhood Specialist.**

**SECOND: Commissioner Janis Webb.**

**DECISION: Motion passed unanimously.**

### **Agenda Item 3- Consideration of Minutes** **February 8, 2005**

**MOTION: Commissioner Safali Patel-Evans made a motion to accept minutes.**

**SECOND: Commissioner Edwin Gonzalez-Santin.**

**DECISION: Motion passed unanimously.**

### **Agenda Item 1- Public Appearances**

Tempe Police Chief Ralph Tranter thanked Chair Gail Paredes-Ewen for volunteering on the department's Sergeant promotional selection process. He also thanked the commission for their willingness to assist the department in selecting the best candidate for a promotional opportunity.

### **Agenda Item 4 – Proposition 200 Follow-up**

**Chair Gail Paredes-Ewen provided an update on the follow-up with the Tempe Community Council on Proposition 200:**

- 1) Gail Paredes-Ewen volunteered to follow-up with the Tempe Community Action Agency (TCAA) and the Tempe Community Council (TCC) to determine if clients are being asked for identification as a result of Proposition 200.
- 2) Chair Gail Paredes-Ewen contacted Shana Ellis, Assistant Director at TCC and former HRC commissioner and is waiting to hear back from Shana.

### **Agenda Item 4 – HRC Strategic Plan Update**

**Chair Gail Paredes-Ewen requested updates from the following subcommittees:**

#### **A. Subcommittee for Development of Emerging Issues Report:**

Commissioner and Chair of the subcommittee, Joel Navarro, provided an update on the following topic:

##### **1. Public Forum Discussion on Day Labor Issue**

- 1) The Regional HRC Subcommittee on Day Labor met Wednesday, January 26, 2005 in Tempe.
- 2) The subcommittee agreed to conduct an open forum to solicit information on the day labor issue and how it is affected by Proposition 200. The City of Chandler volunteered to host the forum.

- 3) Local elected officials, businesses, as well community members were among those identified as possible participants in the forum. The subcommittee also discussed inviting professionals from California to speak on the topic.
- 4) The Regional HRC Subcommittee on Day Labor will meet again March 21, 2005 to discuss the details of the Forum.
- 5) The subcommittee wants feedback from the commission on whether they would like to participate in the Forum.

**MOTION: Commissioner Edwin Gonzalez-Santin made a motion that the Tempe Human Relations Commission be a part of the Public Forum Discussion on Day Labor.**

**SECOND: Commissioner Zach Berning.**

**DECISION: Motion passed unanimously.**

Commissioner and member of the subcommittee, Janis Webb, provided an update on the following topic:

**2. GLBT Issue**

- 1) Commissioner Janis Webb met with PFlag, a national support group of GLBT issues. She will also try to meet with the Gay, Lesbian and Straight Education Network (GLSEN) which offers a high level of support and One-In-Ten, an organization dedicated to education and cultural activism on behalf of the gay and lesbian community.
- 2) The subcommittee feels that there are still concerns, problems and challenges for this community. They will continue meeting with support groups in order to gather information on how the commission can be of assistance.

**3. Partnership with Mayor's Commission on Disability Concerns Update**

There was no report.

**B. Subcommittee for Community Network and Outreach:**

Commissioner and Chair of subcommittee, Linda Ritland, was not in attendance to provide an update.

Incidentally, staff mentioned that the subcommittee, together with Mayor's Commission on Disability Concerns and the Diversity Office met with city staff on the design of the comprehensive brochure. They are working on the photography for the brochure. They are aiming for completion in the summer of 2005. Staff also mentioned that the letter of response to Ms. Florence Boyle with Dayspring was mailed.

**C. Subcommittee on Strategic Oversight:**

Chair of the HRC and member of the subcommittee, Gail Paredes-Ewen, provided an update on the following topics:

**1. Tempe Talks: A Diversity Dialogue Program**

- 1) The program was a success! Participants were surveyed to give feedback on the experiences gained from the program and to offer suggestions for improvement. Some participants suggested bringing the program to the schools in Tempe.
- 2) The Tempe City Council will recognize participants of the Dialogue Program at the March 24, 2005 Council Meeting. Participants will also have a photo taken with Mayor and Council.

**2. HRC Strategic Plan Overlook/Upcoming Issues facing the HRC:**

- 1) The subcommittee met to review the strategic plan and how the commission is doing in meeting its goals.

- 2) The subcommittee determined that the commission has potential to grow and develop in view of their strategic goals. The commission is beginning to look at GLBT issues and partnerships with other commissions. The subcommittee will look into creating a part-two to the Diversity Dialogue program, with the second session dealing more with polarized issues.
- 3) The subcommittee invited the commission to bring any issues forth that they feel that the HRC should address.

**General Discussion of Upcoming Issues facing the HRC included:**

- One commissioner cautioned the use of the Diversity Office as a means to achieve the commission's objective. The Diversity Office can be used as a resource, but it does not replace the commission.
- Commissioner Safali-Patel Evans will replace Commissioner Janis Webb as Chair of the Strategic Oversight Subcommittee.

**D. Supplier Diversity Ad-hoc Committee Report**

Commissioner and Chair of the subcommittee, Muhammed Zubair, provided an update:

- 1) The Ad-hoc asked the City Attorney's Office to research the possibility of creating a supplier diversity program, similar to the one set up in the City of Phoenix.
- 2) The City Attorney's Office replied that Tempe would need to demonstrate evidence of discrimination with its supplier program in order to justify the creation of such a program. The Tempe City Council would then need to approve a change in Tempe's ordinance to allow for the operation of the program.
- 3) The City of Tempe does not collect demographic data on its suppliers. Lack of data impedes identifying trends making it difficult to demonstrate problem and hence the need for a supplier diversity program.
- 4) A race-neutral diversity supplier program could be established without the need for evidence of discrimination. Ideas for such a program would be to advertise with minority-based associations, Registrar of Contractors, etc.
- 5) The Ad-hoc committee can recommend a race-based program, similar to the program at the City of Phoenix or create a race-neutral program. Either program, however, would require a change to the City's current ordinance.
- 6) The Ad-hoc committee recommends that the HRC make a motion to move forward with creating a race-neutral supplier program in Tempe.
- 7) The Ad-hoc committee also recommends that the HRC make the Supplier Diversity Ad-hoc Committee a regular subcommittee and part of the commission's strategic plan.

**MOTION: Commissioner Dr. Louis Olivas made a motion to make the Supplier Diversity Committee a strategic subcommittee instead of an ad-hoc committee.**

**SECOND: Commissioner Edwin Gonzalez-Santin.**

**DECISION: Motion passed unanimously.**

**General Discussion of the Supplier Diversity Program included:**

- The HRC remembered this discussion from the December 2004 HRC meeting. The commission had given the committee permission to proceed to the Diversity & Human Relations and Resources with the proposal. The proposal was introduced to the Council Committee at the January meeting. Later that month, the HRC Chair met with Councilmember Hut Hutson to talk further about the proposal.
- Staff added that this proposal is on the agenda for the next Diversity & Human Relations and Resources meeting March 22, 2005 to receive direction and feedback from the Council Committee.
- The subcommittee asked staff to invite city staff from Procurement, Engineering and the City Attorney's Office to assist with answering any questions asked by the Council Committee.

Incidentally, the Supplier Diversity Subcommittee is recruiting more commissioners to serve on the subcommittee. Presently, there are only two commissioners.

**Agenda Item 6 –Regional Human Relations Commission Conversational Exchange Report**

This item was discussed in Agenda Item 5A.

**Agenda Item 7 –Diversity Office Update**

**Staff Rosa Inchausti provided an update on the following agenda items:**

**A. Council Committee Update**

- 1) The Tempe City Council approved the creation of an ADA Accessibility Specialist position. This part-time position will be supervised by the Diversity Manager. The position opened internally Wednesday, March 2, 2005. The job recruitment bulletin will now be posted externally so that candidates not employed by the City may apply.

**B. Workforce Diversity Audit**

- 1) Jamieson & Gutierrez presented the results of the follow-up diversity audit to Tempe City Council at the February 24, 2005 Issue Review Session.
- 2) The audit showed that 74% of Tempe's workforce is completely satisfied or satisfied with their jobs. Public Works was identified as the "model" department due to all their positive changes. The City Manager continued to receive high favorable impression ratings from the workforce. The audit also found that the Diversity Office is a highly-effective and well-respected office.
- 3) The audit identified three departments, Police, Development Services, Information Technology and Development Services as needing improvement. The audit also revealed a lack of immediate accountability and continuous focus of those responsible for spearheading change.
- 4) The audit strongly recommended that the city create a position in the Diversity Office for tracking and benchmarking demographic data of the workforce.
- 5) The Diversity & Human Relations and Resources Council Committee requested a presentation from each of the three departments of their response to the follow-up diversity audit at the next Council Committee meeting, March 22, 2005.

**General Discussion of the Diversity Audit included:**

- The commission agreed that the City Manager should look at the organizational structure of the Diversity Office. By promoting the Office to a higher level and requiring input from the Diversity Manager on each department manager's performance review will help departments take diversity more seriously.
- One commissioner suggested that the HRC later examine the action plans of Police, Development Services and Information Technology and ask Mayor and Council to conduct another diversity audit of the workforce in September of 2007.

**C. Cesar Chavez Service Project**

- 1) The Diversity Office is still brainstorming a community service project in honor of Cesar Chavez. The commission will be informed when details have been finalized.

**D. WHO'S Your Neighbor? Brown Bag Lecture**

- 1) The next Brown Bag Lecture Series will focus on the history of immigration in Tempe.
- 2) The Brown Bag will be held Monday, March 28, 2005 at 12pm in the Council Chambers of City Hall. Bring your lunch, dessert will be provided.

**Agenda Item 8 –Current Events Announcements**

This item was discussed in Agenda Item 7.

The commission's next meeting will be held April 12, 2005 at Tempe City Hall

**Meeting adjourned at 7:28 P.M.**

Prepared by: Andrea Groves

Reviewed by: Rosa Inchausti

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Rosa Inchausti, Diversity Manager